

17-Department of Civil Service

Agency Description

The mission of the Department of State Civil Service is to develop and administer human resource practices in a manner that is consistent with Article X of the Louisiana Constitution and consistent with the unique requirements of operating in the public sector, that enable employees and organizations to provide cost effective, quality services.

- I. Administer the classification and compensation systems by developing and implementing flexible job evaluation and pay policies and practices that can be adapted to meet agencies' unique requirements.
- II. Create and administer programs, rules and assistance procedures that promote and encourage effectiveness, efficiency and accountability in state agencies and their employees.
- III. Provide processes and policies that enable state agency managers to fill vacant positions with highly qualified applicants in a timely fashion and in accordance with legal and professional standards.
- IV. Develop the capabilities of agency supervisors and human resource managers to assume greater responsibilities over the management of human resources through training and other activities.
- V. Provide for the systematic evaluation of effectiveness of human resource practices in state agencies.
- VI. Provide a prompt, inexpensive system for resolving removal, discipline, rule violation, and discrimination cases that satisfies due process requirements.
- VII. Utilize technology to improve the productivity and effectiveness of Civil Service and its user agencies.

AGENCY BUDGET SUMMARY

	ACTUAL 2000-2001	ACT 12 2001-2002	EXISTING 2001-2002	CONTINUATION 2002-2003	RECOMMENDED 2002-2003	RECOMMENDED OVER/(UNDER) EXISTING
MEANS OF FINANCING:						
STATE GENERAL FUND (Direct)	\$0	\$0	\$0	\$0	\$0	\$0
STATE GENERAL FUND BY:						
Interagency Transfers	6,589,395	6,196,348	6,510,929	7,082,327	7,097,545	586,616
Fees & Self-gen. Revenues	388,524	389,842	409,637	394,802	425,879	16,242
Statutory Dedications	0	0	0	0	0	0
Interim Emergency Board	0	0	0	0	0	0
FEDERAL FUNDS	0	0	0	0	0	0
TOTAL MEANS OF FINANCING	\$6,977,919	\$6,586,190	\$6,920,566	\$7,477,129	\$7,523,424	\$602,858
EXPENDITURES & REQUEST:						
Administration	\$3,433,713	\$3,089,797	\$3,424,173	\$3,749,319	\$3,922,791	\$498,618
Human Resources Management	3,544,206	3,496,393	3,496,393	3,727,810	3,600,633	104,240
TOTAL EXPENDITURES AND REQUEST	\$6,977,919	\$6,586,190	\$6,920,566	\$7,477,129	\$7,523,424	\$602,858
AUTHORIZED FULL-TIME						
EQUIVALENTS: Classified	111	109	109	109	109	0
Unclassified	0	0	0	0	0	0
TOTAL	111	109	109	109	109	0